

## CHAPTER 4

### CAREER DEVELOPMENT AND TRAINING

#### A. POLICY

1. Career development and training shall be used as tools to develop and sustain a professional Intelligence work force and assist in the achievement of CIPMS work force management and affirmative active objectives.

2. Policies and procedures should not discourage movement of employees among and between the Military Departments and DIA, CIA, NSA, and other elements of the Intelligence Community.

3. The Military Departments shall work together to establish training and development programs wherever possible.

#### B. GENERAL PROVISIONS

The Military Departments shall establish CIPMS career development and training policy that shall comply with the policy stated above and the following:

1. Compliance with ICDP Career Development Policies and Procedures. For those employees covered by the ICDP, DoD 1430.10-M-3, career development policies and procedures shall conform to the policies and procedures of that program, including mandatory registration in the DISCAS and Functional Chief involvement in IDCP management. Departmental supplements must comply with DoD 1430.10-M-3.

2. Compliance with ICDP Procedures on Employee Registration. The Military Departments shall follow the registration procedures of the ICDP. Each Military Department shall develop and implement policies and procedures for DISCAS registration that shall ensure timely initial registration and maintenance of current and accurate data for all covered employees. Registration in DISCAS shall not prevent registration in other career management programs for which the employee is otherwise eligible.

3. Program Planning. The Military Departments shall take advantage of existing DoD and Intelligence Community career enhancement opportunities and shall program sufficient resources to meet ICDP and Department career development requirements and selectively participate in on-going Intelligence Community programs.